





NORTHERN

CALIFORNIA





# TEAMSTER





Serving more than 70,000 Teamsters and their families.



Volume 39, Number 5

December 1994

## S.F. NEWS AGENCY DOUBLE-CROSS



A San Francisco police officer looks on anxiously as spirited pickets surround the Chronicle and Examiner building at Fifth and Mission streets in San Francisco. According to reports, the city of San Francisco spent close to \$1 million to provide security for the San Francisco Newspaper Agency during the strike.

Management welshes after agreeing to union demands; Hundreds of drivers' jobs threatened

In a brutal display of corporate desperation, the San Francisco Newspaper Agency has unleashed a reign of terror on its union employees to impose working conditions it was unable to gain after losing an 11-day strike.

The agency publishes the San Francisco *Chronicle* and the San Francisco *Examiner*.

It has refused to hire back hundreds of Teamsters who drive delivery trucks after it agreed to reduce the delivery work force through attrition only; it has violated an amnesty agreement and fired workers supposedly caught on video tape in alleged acts of vandalism during the strike; and it has stationed menacing Huffmaster security guards in newsrooms to watch over employees while they work.

Workers were fired or suspended for alleged verbal derision directed at scabs who crossed the picket line and remained on the job after the strike ended. Seniority has been violated.

### No evidence

The agency made repeated claims that vandalized equipment is slowing its return to a full production schedule but it refuses to provide any evidence.

"The company is willfully and deliberately acting in bad faith and they're systematically violating the contract in the grossest ways possible," said Andy Cirkelis, secretary-treasurer of Teamsters Local 921, which represents newspaper drivers. "We're not going to accept that."

"We're asking all of our members to remain calm because we are confident we have the ability and necessary support to bring this to a proper conclusion in a calm manner," Cirkelis said.

### Organizing effort targets freight

Joint Council 7's commitment to aggressive organizing was again demonstrated with the recent formation of the JC7 Freight Organizing Committee.

Almost 50 Teamsters attended the committee's first meeting at Local 70 at the end of September; a sure indication of the strong interest in bringing non-union freight workers into the union fold.

### Information shared

The committee was designed so freight organizers can share information beyond the jurisdictions of their local unions.

"Such shared information can facilitate a broader-based ap-

ORGANIZING, Page 2

### New 401(k) retirement plan for union members available Jan. 1

Beginning Jan. 1, Teamsters and other workers whose jobs are covered by collective-bargaining agreements can beef up their retirement benefits by investing in a 401(k) retirement account.

The Supplemental Income 401(k) Plan for Union Represented Employees is offered through Transamerica and administered by Northwest Administrators.

#### Retirement supplement

The Plan offers members an excellent way to supplement existing retirement benefits. Wages invested in the 401(k) plan are pre-tax.

Most taxes on money paid into a 401(k) plan are deferred until you take the money out.

Advantages include ...

- ◆ Each member decides how much they want to invest (minimum of \$20 a month, maximum of \$9,240 a year).

- ◆ Member decides where the money will be invested. Five investment accounts offered.

- ◆ Members can borrow against their 401(k)s.

- ◆ Money can be withdrawn in case of hardship.

- ◆ 100 percent immediate vesting.

401(k), Page 3

### Death on the picket line

The frustration and desperation of the 11-day strike against the San Francisco Newspaper Agency was tragically demonstrated by the death of a Teamster delivery truck driver who was killed while in service to his union brothers and sisters.

Kent Wilson, a Teamsters Local 921 member who had driven Chronicle and Examiner delivery trucks for 25 years, was killed on a picket line in Mountain View early on a rainy morning Nov. 6.

The 45-year-old Wilson was apparently electrocuted while trying to cut power to a San Francisco Newspaper Agency distribution plant.

The San Francisco *Free*

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Local 278 members who participated in the Oct. 4 clean-up include (Clockwise L to R) Bev Meinbress, Phil Sandness, Steve Riley, Fred Robinson, Dave McCann and Ray Daddi. At the far right is Westborough Middle School Principal Phillip White.

## Local 278 members assist in 'homework' assignment

Teamsters and middle school students joined forces in South San Francisco Oct. 4 to help clean the yards of elderly homeowners and others physically unable to maintain their residences.

The unique effort utilized the help of participants in the Teamsters Local 278 Picket Program and students at Westborough and Alta Loma middle schools.

The group also cleaned up public areas around the school. Picket Program Coordinator Ray Daddi said participating

Local 278 members included Pete Maciejewsky, Dave McCann, Bev Meinbress, Steve Moir, Ron Obergon, Steve Riley, Phil Sandness, Silvia Scott, Sly Shelton and Tad Smith from UPS; Mike Murray from King American Ambulance; Fred Robinson from Golden Brands; and Dave Schneider from Cater Air International.

The event was held in conjunction with the South San Francisco Unified School District Strategic Planning Committee.



Students at Westborough Middle School in South San Francisco leave school on Oct. 4 to assist Teamsters in a local clean-up effort.

## Organizing, (From Page 1)

proach where appropriate," said JC7 President Chuck Mack.

Regular meetings help organizers compare effective methods for reaching potential members.

### Committee coordinators

Freight Industry Committee coordinators include Dominic Chiovare of Local 70 in Oakland; Frank Carolla of Local 85 in San Francisco; Louie Bettencourt of Local 287 in San

Jose; Dale Robbins of Local 315 in Martinez; Steve Barber of Local 624 in Santa Rosa; and Fritz Conle of Local 890 in Salinas.

Bob Gamaza of Teamsters Local 439 in Stockton (JC 38) is also a coordinator.

### You can help

Teamsters with information about potential organizing sites should call the coordinators.

The Northern California Teamster will carry regular reports and updates on organizing campaigns.

## '13th' checks for 10th year in a row

For the 10th year in a row, Western Conference of Teamster pensioners who retired before 1985 will receive a "13th" benefit check, reports JC7 President Chuck Mack and Secretary-Treasurer Ralph Torrisi.

"Our retirees are a priority and the challenge for the future is to get additional income above and beyond the 13th check into their hands if it's financially feasible," said Mack.

### Mailed starting Dec. 9

The extra checks will be mailed starting Dec. 9 in the following amounts: Teamsters who retired before Jan. 1, 1975 will receive \$350; those who retired between Jan. 1, 1975 to Dec. 31, 1979 will get \$315; and Teamsters who retired between Jan. 1, 1980 and Dec. 31, 1984 will get \$300.

Pension trustees decided in 1985 to increase the benefits of those who retired from that point on by 25 percent. That increase is still in effect.

### Beneficiaries benefit

Beneficiaries of Teamsters who retired before 1985 will receive half of the amounts listed above. Pension Trust officials say that approximately 78,000 checks will be mailed this year totaling more than \$22.7 million.

In the 10 years that the checks have been mailed, the Pension Trust has distributed approximately \$203 million in 13th checks alone.

Mack and Torrisi are union trustees of the Western Conference of Teamsters Pension Trust.

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## SPECIAL NOTICE

In February 1994, the U.S. Department of Transportation expanded its regulations concerning drug testing on the job. The expanded regulations take effect Jan. 1, 1995. Beginning on that date, drug and alcohol testing will be required for commercial drivers if they ...

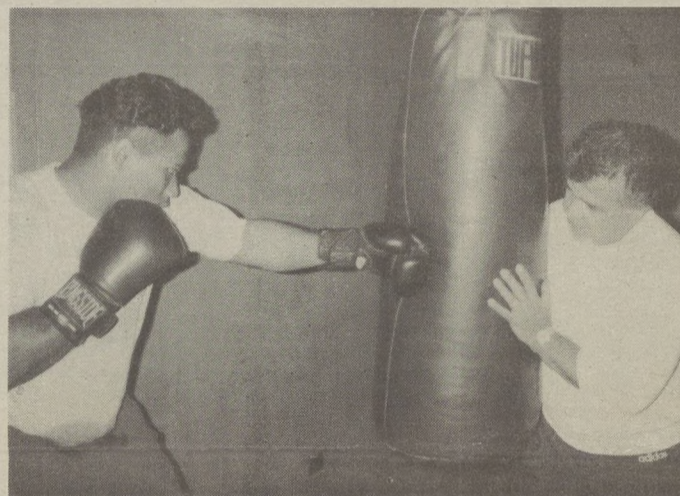
← Hold a Commercial Drivers License and are part of a fleet of 50 or more drivers (smaller fleets must comply on Jan. 1, 1996).

← Drive vehicles over 26,001 GVWR.

← Drive DOT placarded vehicles under hazardous material regulations.

← Drive vehicles designed to transport more than 15 passengers including drivers.

For more information on the new DOT drug and alcohol testing regulations, contact: The Teamsters Assistance Program of Northern California (510) 562-3600; the International Brotherhood of Teamsters' Office of Health & Safety (202) 624-6960; or the Federal Highway Administration's Office of Motor Carrier Standards, 400 Seventh St.SW, Room 3107, Washington D.C. 20590, (202) 366-2981 or (800) 832-5660 (Touch Tone).



Pictured above, retired Teamster Sonny Marson (R) steadies heavy bag while heavyweight Jerry Ramirez (L) lands a punch.

## Teamsters' boxing program for S.F. youths a knockout

A lot of people talk these days about helping kids but two Teamsters in San Francisco are doing something about it.

Sonny Marson, a retired Local 85 member, and son, Ernie, of Local 853, run a boxing program in the city that gives kids something constructive to do and keeps them off the street.

The Marsons donate extensive time to the program, including several hours each week-night and an occasional weekend, to educate the young participants on the finer points of the "sweet science."

Both learned their craft in the

BOXING, Page 3



(L to R) Marson and Tuese Ahkiong wearing a bronze medal he won at the Golden Gloves Nationals in Milwaukee. Ahkiong also holds the trophy he was awarded for being the best sportsman at the event.



Teamster pension trustee Vince Aloise explains new 401(k) retirement benefit option during a recent meeting in Burlingame.

### 401(k) (from Page 1)

- ◆ Provides pre-tax savings through payroll deductions. Participants can reduce their federal and state income taxes and increase their take-home pay. Consider the following:

	Deferral Amount Per Month	
	\$0	\$160
Annual Salary:	\$30,000	\$30,000
Annual Deferral Amount:	\$0	\$1,920
W-2 Income:	\$30,000	\$28,080
Federal Income Tax:	\$5,443	\$4,905
State Income Tax:	\$1,299	\$1,145
FICA:	\$2,295	\$2,295
Pay After Tax and Deferral:	\$20,963	\$19,735

	You Gain Each Year	
	\$0	\$160
By participating in the program, you would have saved ...	\$0	\$1920
But your take home pay would have been reduced by only ...	\$0	\$1,228
Your gain ...	\$0	\$692

Once the 401(k) plan is agreed to by your local union and employer, participation is entirely voluntary. If you do not want to participate or want to do so later in the term of the contract, it's up to you. It's expected that the Plan will help resolve conflicts in units where older workers want monetary increases put into pensions while younger workers would prefer them in wages. Watch this newspaper for more news about the Teamsters' 401(k) Plan.

### Boxing, (From Page 2)

ring. Sonny Marson reached the finals of the city's Golden Gloves competition in 1948. Ernie fought in the Golden Gloves in 1973.

#### Since 1977

The program, which started in 1977, operates in the San Francisco Police Department gym at the Hall of Justice and attracts up to 30 boxers a night.

The elder Marson contacted San Francisco Police Chief Anthony Ribera a while back seeking a ring for his young boxers after they outgrew their former site on Precita in the Mission

District.

Ribera checked out the program and gave it his stamp of approval. City police officers now carry fliers promoting the Marsons' group and distribute them to youths they encounter on their beats.

The Marsons say several of their proteges have demonstrated exceptional skills and may be headed for big time success in the ring.

#### Medal winner

Teuse Ahkiong, a heavy-weight, won a bronze medal during the recent Golden Glove Nationals in Milwaukee, Wisc. Jerry Ramirez, another heavy-weight, has also shown promise.

### South Bay activist

## Bob Gonzales Sr. remembered

Bay area Teamsters are mourning the loss of Bob Gonzales Sr., a long-time Teamsters Union member, South Bay activist and father of Santa Clara County Supervisor Ron Gonzales.

Gonzales, 68, passed away Oct. 20 after a bout with cancer.

A retired member of Local 85, Gonzales was a long-time crusader for justice and championed the rights of women, minorities and those who had no other representative.

#### Long list of honors

The fact that Gonzales devoted his life to community service is evidenced by his list of awards and accomplishments. He was a member of the Santa Clara County Human Relations Commission; active with his wife, Dolores, at the Sacred Heart Church in San Jose; and a recipient of the California Human Rights Organization special recognition award for his commitment to civil rights.

Gonzales and his wife were active in the Latin America Missionaries Program and made frequent pilgrimages to Mexico, where they worked in religious and community development in Mexicali.

They also helped establish the Guadalupe Society at St. Lawrence Catholic Church in Santa Clara.

#### Great motivator

He was described as a "great motivator," a "role model" and a man with a "passion for justice."

Gonzales hit the campaign trail to help his son, Ron, win a seat on the Sunnyvale City Council and then the county Board of Supervisors.

#### Have to be here

After the election, Gonzales served as a volunteer in his son's office.

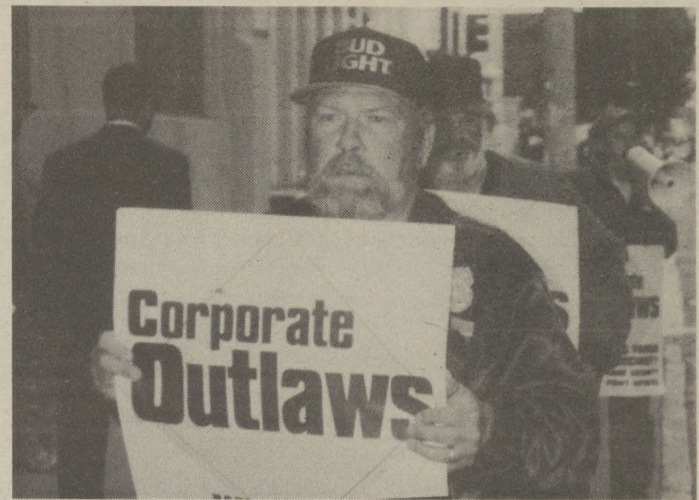
"For years, we couldn't get in the door," Gonzales explained. "We've come a long way. I just have to be here."

Gonzales was born in Morenci, Ariz.

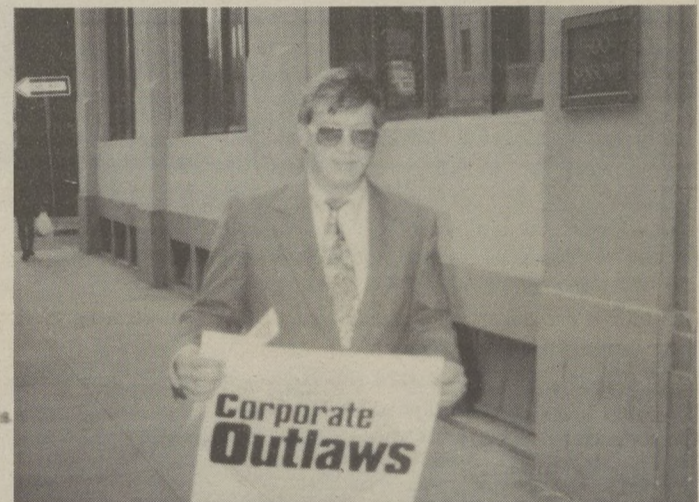
He is survived by Dolores, his wife of 47 years, sons Robert, Ronald and Daniel and daughters Deanna Gonzales and Maria Carlotta.

Donations in Gonzales' memory can be sent to the Friends of the Human Relations Commission of Santa Clara County, lower level, west wing, County Administration Building, San Jose, Calif. 95110.

## Spirited S.F. rally in support of striking Pony Express drivers



(Pictured Above) Pony Express driver Merrill Rayborn, one of 65 workers striking the company's St. Louis outlet, marches in a demonstration supporting the strikers that was held recently in San Francisco's Financial District. Pony Express is targeted because it refuses to bargain fairly with more than 3,800 workers at 58 Pony Express locations throughout the country who voted in 1992 and 1993 for Teamster representation. The National Labor Relations Board has filed more than 120 unfair labor charges against Pony Express. (Pictured Below) Joint Council 7 Trustee Ernie Yates was among those who participated in the demonstration.



**TEAMSTERS HELPING TEAMSTERS** — Members of the Local 490 Retirees Club demonstrated the true spirit of our union recently when Club Recording Secretary George Mahoney needed help. Due to a serious medical condition, Mahoney had both legs amputated below the knee. Club members immediately chipped in money and time to build a ramp into Mahoney's house to accommodate his wheelchair. Pictured above, Mahoney cuts the ribbon to the ramp while Club Trustee Durward Cosner (L) and Treasurer Dick Reyerson (R) look on. Joint Council 7 and the Northern California Teamster commend the Local 490 Retirees Club for its spirit of brotherhood and extend their best wishes to George.



## Commentary

### Republican landslide spells trouble for U.S. workers

The Republicans have seized control of Congress. Newt Gingrich is in line to be the next speaker of the House. Gov. Wilson has four more years to wreak havoc in California. Hold on to your hats, everybody, we're in for a rough ride.

The Republicans are touting their "Contract with America." On closer inspection, it looks like they've put a contract out on America. The Republican plan calls for tax cuts (For the middle class? Get serious.)

This "contract" includes increased defense spending. How are we going to pay for this with lower taxes? Don't worry about it. That's the next generation's problem. It's warmed-over Reaganism but without the aw-shucks manner and corny anecdotes.

Meanwhile, there is much jubilation in the board rooms, the country clubs, the banks and anywhere else where rich people hang out. "They fell for it again!" our bluebloods shout with glee while scanning the election results.

Expecting the benefits of the Republican "contract" to start trickling down any day now, are you? Don't hold your breath. On second thought, you may want to hold your breath when you see what's trickling down.

The Republican landslide spells big-time trouble for working people. Consider the following:

- The striker protection bill is dead, buried and molding in the grave. We couldn't get it passed with Democrats holding both houses of Congress and the White House. Its Senate sponsor, Howard Metzenbaum, has retired. It's history. Expect fewer strikes, less success in organizing and, down the road, further decline of unions and diminished buying power for workers.

- The General Agreement for Tariffs and Trade (GATT) will most likely sail through Congress. If you thought NAFTA was bad, you ain't seen nothin' yet. GATT makes NAFTA look like a grade school hall pass. Free trade is the order of the day. Our biggest export? Jobs. GATT also allows the World Trade Organization to act as a superagency with jurisdiction over pesky domestic laws and protections like OSHA.

- The dramatic upward flow of wealth started during the Reagan/Bush years and slowed slightly with Clinton in office will escalate with a vengeance. Capital gains taxes will surely be slashed,

COMMENTARY, Page 5

### Relevant words for our time

*The following invocation was delivered by Reverend Monsignor John P. Heaney during the San Francisco Labor Council's Labor Day breakfast. While the Northern California Teamster recognizes the sanctity of all beliefs and does not endorse any one religion or faith over another, Monsignor Heaney's comments have relevance for all who honor the contributions of working men and women.*

Almighty God, Father of us all, you inspire us not only with a vision of eternal life, but with a promise of happiness in the proper use of the gifts you give us in this life.

You have made it abundantly clear that the earth and all its fruits belong to us ... all of us!

You have shown us through the history of our own mistakes and the torturous story of our own greed that the earth yields her treasures equitably only when we work together in the common cause of those who toil and not when we sit idly by and allow possession to become more important than production, ownership more attractive than workmanship; selfishness more rewarding than sharing.

Keep us ever aware that each one of us walks here only for a little while preparing for the rewards of eternal life. When we appear before you for judgement, may we be able to show you not what we have but rather what we have not; not what we owned but rather what we have shared; not what we have taken from the earth but rather what we have put back into it.

And so, Heavenly Father, we pray: Give us the insight to see humanity as the family of man; give us the simple wisdom to see the need for sharing what you have given us; and finally, direct us in our choice of leaders that we may choose to support men who truly see the vision of the earth as your gift to man, a gift to be shared by all who labor to make it fruitful. Amen.

*Joyous Holidays and a  
Happy New Year to all  
Joint Council 7 Teamsters and their families  
from the officers and staff of JC7*



## President's Report

by Chuck Mack

President, Joint Council 7

It seems that everyone is talking about the International Brotherhood of Teamsters' proposed \$2 dues increase to pay for an International Strike and Defense Fund.

As you all know, the General Executive Board voted in June to suspend all strike benefits and our strike fund is, essentially, broke. The International is considering a vote of the rank and file to approve the dues increase so strike benefits can be revived.

I've decided to share the following letter with you to explain my feelings on the proposed dues increase. It was written to Aaron Belk, assistant to General President Carey:

Dear Sir and Brother:

This letter is a follow-up to our phone conversation of August 16, 1994 regarding a proposed dues increase of \$2 per month per member to support the International Strike and Defense Fund. There is no disagreement that the Strike Fund is extremely important and is needed, not only to sustain members on strike, but to also provide leverage against employers during the course of contract negotiations.

However, the same mistake should not be made twice. The dues increase proposal that was rejected by the members earlier this year failed in large part because the Constitution amendment procedure was not followed. The proposal was conceived in a vacuum with no input from rank-and-file members or officers and officials. No consensus was developed and it was viewed by the membership as an attempt to engineer a desired outcome.

This time, if General President Carey and the General Executive Board intend to move forward, they need to call a special convention so delegates representing every craft, jurisdiction and geographical area of the United States and Canada can review the proposal, then discuss and debate it. I'm confident the delegates to a convention can find a solution.

In light of the recent decision by Judge

Edelstein in the Brennan case, it becomes all the more important that the established and legal procedure for amendment be followed. It would be a tragedy to go through this whole process again — both the debate and expense — only to have the courts determine the Constitution was not followed and, therefore, an increase, even if approved by a member vote, is illegal.

If you have any questions or if I can provide additional information, please advise.

Fraternally,  
Chuck Mack  
President, Joint Council 7

.....

The courageous strike by union newspaper workers in San Francisco illustrates the dangerous and uncertain atmosphere labor is operating in these days. Approximately 2,600 employees of the San Francisco Newspaper Agency struck for 11 days and gained an apparent victory.

The victory has been tainted by the agency's actions after the strike. It has made every effort to impose concessions on its workers, concessions it was unable to gain through the strike.

The agency's actions are disturbing on several fronts. First, it is now apparent that the San Francisco Newspaper Agency is an institution that does not respect or reflect the beliefs of the community in which it operates. San Francisco is a city that respects its working people and demands that they be treated fairly.

By importing union-busting attorneys from Tennessee and paramilitary security guards from Michigan, the newspaper agency has demonstrated very clearly that, while it is located in our community, it is not of our community. This should be remembered by everyone who reads the *Chronicle* and *Examiner*.

Secondly, there appears to be some confusion on the agency's part about what it actually agreed to when the strike ended. Its willingness to stick to

MACK, Page 5

# Local 70 News

BROTHERHOOD OF TEAMSTERS LOCAL 70

70 Hegenberger Road, Oakland, CA 94621

® 148

Phone (510) 569-9317

## Supporters of Oakland's Measure C thank Local 70 for support

Labor received its share of bruises in the November elections, but a local ballot proposition that received heavy backing from unions, including Local 70, was approved by voters.

Measure C, in the city of Oakland, was passed by a two-thirds majority.

Measure C is a bond measure that will give Oakland schools the capital needed to repair some

of the older buildings and, in some cases, build new facilities.

Local 70 members who work for Oakland schools asked the Local's Executive Board to endorse the ballot measure.

The Board not only endorsed it, but provided a contribution as well. Printed below is a letter from Steward Mike McCarty expressing the drivers' thoughts.

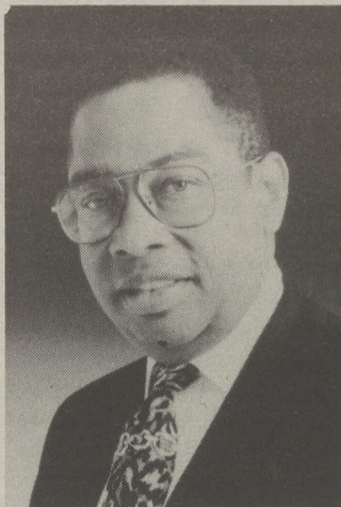
GABE YBARROLAZA  
Brotherhood of Teamsters Local 70  
Post Office Box 2270  
Oakland, CA 94621-0170

I want to thank the Local for its support of Measure C. I am sure you know that it passed even though it took 2/3rds of the vote to do so. It took everybody working together to get the job done but we did it.

Monday, as I made my deliveries, I went into several schools where the roof leaked and at Ed Shands Adult School they had to send some of the students home because they didn't have a dry room to put them in. The \$170,000,000 that Measure C will give the schools will be well used. This money can only be used to repair schools and will help keep schools open.

Again, thank you on behalf of the drivers, the school district and the children of Oakland.

Fraternally,  
Mike McCarty



Mayor Elihu Harris

## Congratulations Mayor Harris

Local 70 extends its warmest congratulations to Oakland Mayor Elihu Harris, who won another term on Election Day.

Harris is a long-time friend whose interest in workers' issues stretches back to his days in the state Legislature. That's why we endorsed him for re-election.

We look forward to working with him in the years ahead. Congratulations once again, Mayor Harris, on your successful campaign and thanks for a job well done.

## Three-year saga

## Hard work finally pays off — J&R contract approved

"The J&R saga is finally over," exclaimed jubilant Local 70 Business Agent Gabe Ybarrolaza recently. What started as normal negotiations in March 1991 turned into a major 3-year challenge and story-book ending in September of 1994.

J&R Distribution Services is a warehousing and distribution company with numerous warehouses in both Hayward and Stockton. Local 70 represents drivers in both cities.

The company owns subsidiary trucking entities under the names Thermo Express, JTJ, JAJ and JJJ.

### Decertification filing

During negotiations in March 1991, Local 70 received notice from the NLRB that two of the trucking companies filed for decertification from the Union. Local 70 had always treated all the companies as one and prevailed on that point before the NLRB prior to the decertification election.

There were 44 eligible voters and it resulted in a tie vote, and under NLRB rules a tie vote means a win for the company. However, Local 70 filed objections on the basis of election misconduct, and numerous hearings were held lasting many days.

### Favorable ruling

Attorney Dave Rosenfeld represented the Union throughout all these proceedings and he was brilliant.

The NLRB region ruled in favor of the Union and ordered another election. However, the company appealed that decision to the NLRB in Washington. After several months, the National Board supported the local NLRB region and denied the appeal.

J&R, Page C

## Funds raised for jailed Teamster

Local 70's raffle to benefit Local 208 member Jesse Acuna raised a little more than \$850.

At the time of the National Master Freight strike, Acuna was a driver at ABF in Los Angeles. He was involved in a picket line altercation with a scab driver, arrested and charged with assault. Initially, Acuna was imprisoned but Teamster members in Los Angeles raised bail to secure his release.

He was convicted of assault and sentenced to two years. To assist Acuna, Local 70 pulled together a raffle. Officers, officials and members bought and sold tickets for \$1 each.

ACUNA, Page C

## Some pension eligibility requirements relaxed

Trustees for the Western Conference of Teamsters Supplemental Benefits Trust liberalized eligibility provisions at their October meeting.

The new standards qualified 358 retirees for Supplemental Pension Benefits and puts \$350,000 in their hands.

The amendment was submitted by Local 70 Secretary-Treasurer Chuck Mack, who also serves as a Trustee. Mack responded to eligibility denials that had been issued to retirees Earl Randall and Herb Shields.

Both members worked for

Sterling Transit and, when the company folded, they were on disability and undecided as to whether they would return to the craft or retire.

**New standards qualify 358 retirees for supplemental benefits ... puts \$350,000 in their hands**

Both subsequently retired and filed for their Western Conference Pension Benefit along with their Supplemental benefit.

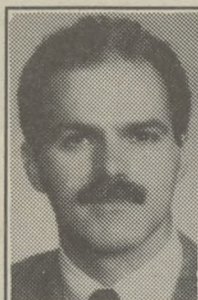
The Supplemental benefits were denied because they had not filed within 90 days after Sterling had closed. The amendment adopted by the trustees extends the 90-day filing period to 24 months.

"The old rule worked an injustice on too many members. Extending the period to 24 months is going to insure members will not be disqualified on technical grounds," Mack said. "We're pleased that we were able to pick up benefits for 358 new members. After all, the money belongs to the members."



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## President's Report

### 1994 Mid-Term Elections

Republicans win! Democrats lose! Many of us put the blame for losses in both houses of Congress squarely on the shoulders of President Clinton.

We are frustrated by his eagerness to pass NAFTA and GATT without regard for the loss of jobs that will surely result from the implementation of these trade agreements. He presses for passage of Republican legislation without securing the legislation that benefits his own constituency ... working men and women. Legislation protecting striking workers was defeated by a Congress dominated by Democrats. President Clinton did little to overcome the Republican filibuster and was impotent in securing conservative Democratic votes.

Health care reform was likewise defeated by Democrats who refused to find a consensus solution. We have a right to expect more from both our legislators and our president. It should have surprised no one that voters expressed their anger against Democrats "who could not get the job done."

Many of our members refused to vote for those enemies who passed themselves off as our friends. There is a scripture that sums it up best: "Those who sow the wind, reap the whirlwind."

They should know by now that we refuse to be taken for granted. For those who thought that we had no where else to go, the outcome of this mid-term election demonstrates that we prefer dealing with our enemies rather than putting up with the duplicity of our friends.

The new Republican Congress will be no friend of organized labor. We have no illusions about the fight that will surely confront us. We can expect "right to work" legislation, diminished funding for base conversion and retraining, and health care that subsidizes small businesses.

Those who propose new health care initiatives will attempt to offset the costs of these new programs by taxing our health care benefits. The fight will surely be vicious.

If the president continues to abandon his constituency in order to placate the Republican majority, he will assure his defeat in 1996. It's time for Clinton to "stand up and be counted."

### Airborne Express and Willig Freight

Negotiations continue. Business Agent Bob Bell represents the interests of our members at Airborne Express. The talks are ongoing but have not yet produced a settlement.

Airborne is profitable and financially stable but resists an equitable settlement. In recent negotiations, Airborne has attempted to piggy-back UPS air freight rates. The proposal is unacceptable. We continue to negotiate. We expect a realistic contract that is both workable and fair.

Ongoing discussions with Willig Freight have produced no settlement. The profit-sharing plan submitted by Willig was deemed unacceptable by the IBT and returned to Willig with suggested modifications. The process has been long and tedious and our members are understandably frustrated. We will keep you informed as to future developments.

### Scavenger Agreement

Business Agent Larry Dias and Dispatcher and Assistant Business Agent Dominic Chiovare are in the process of finalizing the recently ratified Waste Management collective bargaining agreement. The task is complicated by the need to meld four separate agreements into a coherent and readable document.

The compilation will include the 1989 to 1993 prior agreement, the 1993-1994 extension agreement, the recycling agreement and the 1994-1998 current agreement with all the changes that resulted from these most recent negotiations.

These documents must be reduced to a single comprehensive agreement. Despite the difficulty, our members deserve no less. Importantly, however, this final agreement not only covers Waste

Silva, Page D

## Blood Bank discontinued

The Local 70 Sick Benefit Committee has reluctantly decided to discontinue the Local 70 Blood Bank.

The decision was long in the making.

It began last November when the Alameda Contra-Costa Medical Association (ACCMA) informed us it was eliminating the "credit system."

The credit system was the method by which the Local 70 Blood Bank was able to guarantee whole blood replacement to the entire Local.

### New plan

The ACCMA now has a family plan which is a basic donor program. If you donate, you are covered.

The Sick Benefit Committee was faced with the question of continuing a program that had limited benefits for the membership.

The Committee met with the Local 70 Executive Board on June 24 to review the program and share opinions.

The decision was not easy to make. The Committee's hand was forced, as a blood drive was scheduled for Oct. 15.

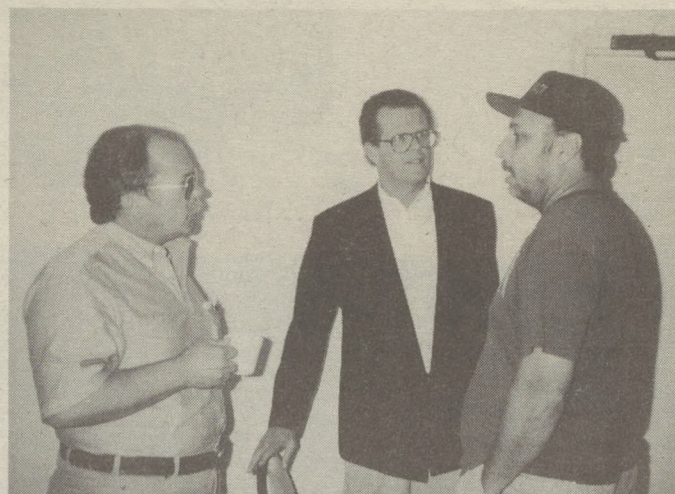
### No justification

Although we enjoyed the blood drives and the member participation they generated, we could not justify spending the members money for a program that did not benefit all of Local 70 members.

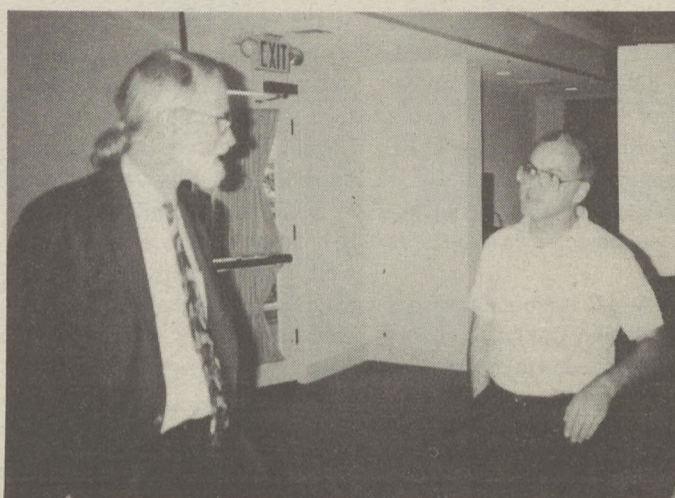
We informed the ACCMA of our decision and canceled the October 15th blood drive.

The Blood Bank was in existence for nine years. We had a lot of fun and made a lot of friends.

The Committee sincerely thanks all who participated over the years to make the Blood Bank the success it was.



Local 70 representatives participated in the Joint Council 7 seminar held in Monterey Sept. 29-Oct. 1. Those on hand included Secretary-Treasurer Chuck Mack and Business Agent Marty Frates (Pictured Above L to R) in deep discussion during a break. Pictured below, President Joe Silva (R) clarifies a point with Neil Bodine of the Beeson, Tayer & Bodine law firm after Bodine's presentation on Interest Based Negotiations.



## Workers' Heritage Festival scheduled for Jan. 13-15

The Ninth annual Western Workers Labor Heritage Festival will be held Jan. 13-15, 1995 in Burlingame.

Machinists Lodge 1781, Plumbers 467 and Transport Workers 505 have again generously donated their facilities on Rollins Road just south of San Francisco International Airport.

The festival will feature workshops, displays and performances highlighting labor culture. The festival is held each year on Martin Luther King Jr.

weekend with the goal of helping to build the labor movement through artistic expression and to honor Dr. King for his commitment to workers' rights.

The festival has become a tradition in Northern California. It provides an entertaining and exciting environment to explore the heritage of working people and discuss the vital issues facing today's work force.

For further information, call festival coordinator David Winters at (408) 426-4940.

## LOCAL 70 OFFICERS

### EXECUTIVE BOARD

Secretary-Treasurer  
Chuck Mack

Recording Secretary  
Frank Young

President  
Joe Silva

Vice President  
Ron Rocha

### Trustees

Daniel Gonsalves Jr.  
Emil Radloff

Conductor  
Dennis Giorgetti

Warden  
Phil Frost

### BUSINESS AGENTS

Robert Bell  
Lawrence Dias  
Gabriel Ybarrolaza

James L. Brown  
Martin Frates  
Darold L. Wright

Dispatcher/Organizer/Asst. Business Agent  
Dominic Chiovare

\*\*\*\*\*

Local 70  
70 Hegenberger Road  
Oakland, California 94621-0170  
(510) 569-9317  
Fax: (510) 569-1906

## J&R, (from Page A)

A second election was held in February of 1992 and the Union lost by three votes. The company manipulated the voting list and had also fired a few Union supporters. Objections were filed again by the Union, but this time we lost.

### NLRB appeal

We appealed to the National Board to buy some time. As expected, the National Board sat on the appeal and, one year after the second decertification election, the Union filed a new certification petition.

No pledge cards were necessary because most of the drivers had remained as Local 70 members. The Union won the third election by one vote and demanded immediate negotiations. This time the company filed objections of election misconduct arguing that Ybarrolaza had threatened the drivers with loss of benefits, thereby coercing them to vote for the Union.

### Charges denied

The local NLRB denied these charges without a hearing. However, once again, the decision was appealed to the National Board. The National Board denied the charges, thereby making Local 70 the exclusive representative of the unit.

Again Ybarrolaza demanded negotiations immediately and started preparing for a possible strike and a corporate campaign to strangle the company. He enlisted the support and commitment of Locals 853 and 439, which represent the warehousemen at the Hayward and Stockton locations.

The company responded and continuous negotiations over a

2-month period produced a tentative agreement. During the last week of negotiations, Business Agent Larry Dias, who has extensive negotiating experience, joined the talks.

The agreement was ratified on Sept. 22 with a 100 percent acceptance. Both Dias and Gabe made an impassioned plea to members to set aside their differences, work hard and make the company successful.

The highlights of the settlement are as follows:

- 8-year contract running from April 1, 1991 to March 31, 1999, enabling all employees to receive pension credits for the three years that no contract was in place.

- The 84/PEER retirement with significant increases over the life of the contract.

- Immediate wage increases and increases every year.

- The Health and Welfare will be Teamsters Benefit Trust Plan III, with full Maintenance of Benefits.

- Sick leave cashout at termination.

- A solid grievance procedure with four standing pro-union arbitrators.

Gabe thanks all those pro-union employees who stuck it out the last three years when they could have worked elsewhere. It was a combined accomplishment with a lot of people responsible and the Union's willingness to spend substantial money in this effort.

Secretary-Treasurer Chuck Mack, who closely followed all the proceedings, made the following statement when notified of the ratification: "If there ever was a classical example of how tenacious Local 70 is in representing its members, this certainly would be rated on top of the list."

## Labor studies at Laney

The Laney College Labor Studies Program has issued its Spring 1995 schedule for classes slated to begin Jan. 17.

Three-unit classes include:

- Health and Safety on the Job: Which covers hazards of the job, workers' rights to know and to act and how to enforce them.

- Labor Research Strategies: A new class instructing students how to research employers and their finances, finding pressure points, uncovering and documenting local union history and exploring labor-related subjects.

- Collective Bargaining: Covers the nuts and bolts of negotiating.

- Economics for Labor and Community Leadership: Explains how the economy is supposed to work. Covers deindustrialization and the shift to a service economy, unemployment, plant closures and job export.

Short-term classes include "Know Your Job Rights (one unit)," "Stewards' Training (one unit)," "Workers' Compensation Update (half unit)," and "Pension Workshop (half unit)."

Fees at \$13 per unit, plus a \$2 per student Student Center fee. There is a limited amount of tuition assistance available from labor movement donations through the Central Labor Council of Alameda County, AFL-CIO's "Sponsor-A-Student" program. Applicants must be union members who are unemployed, underemployed or paying for child care and is limited to six units each semester on a matching basis (student pays half).

Laney College is located at 10th & Fallon streets in Oakland, one block from the Lake Merritt BART Station.

For additional information, contact Labor Studies Coordinator Albert Lannon at (510) 464-3210.

## Acuna, (from Page A)

The money raised was sent to the Acuna Defense Fund in Los Angeles to help defray legal costs already incurred and a future appeal. The Acuna Defense Fund to this date has raised \$27,500.

Members who care to make a donation can make it to the Free Jesse Fund, c/o Jim Santangelo, Teamsters Local No. 848, 9960 Baldwin Place, El Monte, California, 91731.



## Secretary Treasurer's Report

### Election Day disaster

November's elections were a disaster for working people. Republicans controlling the House and Senate guarantee that any legislation that would directly benefit workers is dead-on-arrival.

There will not be anything for Occupational Safety and Health. Labor Law reform is beyond our reach and even legislation prohibiting permanent replacement of striking workers is a thing of the past. In all likelihood, the struggle over the next two years will be to protect what we have.

### Right to work

Look for a right-to-work revival. North Carolina Sen. Jesse Helms introduces the legislation annually but it has not gone anywhere because of Democratic leadership. Not only do we expect it to get out of Committee but it could well pass both houses and be sent to the President.

To think that Bill Clinton is the only defense against right-to-work becoming law is scary. Clinton knows right-to-work. It was the law in Arkansas when he was governor.

### Who'll Get Appointed

Just as worrisome as legislation is the prospect of future presidential appointments. Bill Gould, current Chairman of the National Labor Relations Board, couldn't be appointed today. He would have been blocked by the Republicans in the Senate.

Gould's only crime is a more balanced approach to labor law; trying to provide a more level playing field so that Labor and Management meet each other on a more equal footing.

Clinton has another NLRB appointment next year. Whoever is nominated will have to secure Republican support to be confirmed. The NLRB is going to reflect a more conservative Congress.

### California Too

Things aren't much better in California. Pete Wilson continues as governor and the Democrats lost control of the Assembly. Labor's only bulwark against an all-out attack is the state Senate.

It is still controlled by Democrats and should fend off any attacks on Labor from Big Business. It's going to be a long two years.

On the other hand, we've got time to organize internally so that, come 1996, we insure Labor-supported candidates are elected to office.

### Meet to organize

In late September, Freight Locals in Joint Council 7 and Local 439 from Stockton met at Local 70 to initiate an organizing program. It is an attempt by the Locals to pool resources, both money and bodies, to better organize large employers — especially those that have multiple locations throughout Northern California. In the past, because there were no coordinated campaigns, it's worked to Local Unions' detriment.

Representatives from Locals 70, 85, 287, 315, 490, 624, 853 and 439 attended. Additional meetings will be held after the Holidays and other Locals are invited to participate once the program is up and running. Concentration initially will be in the freight industry.

### More on Organizing

As long as we're talking about organizing, an update is in order on companies where Local 70 has won NLRB elections.

United Courier and Teamster Locals have been meeting over the past several months in an attempt to reach agreement on a first contract. The company's final proposal is outrageous and was rejected by the employees.

There will be a meeting shortly to discuss the feasibility of a corporate campaign against UCI. A picket line itself won't get the job done.

70 won the Merchants of California election on Dec. 16, 1993 and for the past 12 months the company has initiated a legal "stall."

Mack, Page D

## Attention Local 70 members!

Are you sick or hurt?

We want to hear from you.

You may have benefits coming!

## SICK BENEFIT FUND

Monthly Meetings — 2nd Tuesday at 7:30 p.m.

1-800-243-1350/(510) 569-9317

To be eligible for Sick Benefits, claims must be filed at Local 70's office within 30 days of disability; also, dues for the previous month must have been paid on time.

## SICK BENEFIT COMMITTEE

Fred Erdman, Chairman

Lee Hafley, Co-Chairman

George Wells, Recording Secretary/Auditor

Members: Mike Billalon, Dave Buswell, Tony Lara, Louis Marchetti, Marty Martinez, Art Semenero, Bob Syehr, Frank Young  
Joe Silva, Honorary Member

## Silva, (from Page B)

Management employees but is the reference document for BFI Solid Waste employees in Fremont.

The BFI employees must await the finalizing of the Waste Management Agreement. Their agreement can be printed only after the reference document is completed. There is an urgency to completing this project.

### D.O.T. Drug Testing Modifications

D.O.T.-mandated alcohol testing begins Jan. 1, 1995. Safety-sensitive employees in the transportation industry will be tested for use of alcohol and drugs listed in the Controlled Substance Act.

The regulations are new. It is important that our members recognize that these tests are prescribed under Department of Transportation regulations. Failure to test as required may lead to discipline up to and including discharge.

The Part 40 Rules that govern drug testing under Federal Motor Carrier Safety Regulations were also modified earlier this year. Initial cut-offs for

marijuana were reduced from 100 nanograms/milliliters to 50 ng./ml. The cut-off level for the confirmatory test for amphetamine was reduced from 500 ng/ml to 200 ng/ml. Urine sample size was reduced from 60 ml to 45 ml.

The first two changes were effective September 1, 1994. The urine sample size modification was effective August 15, 1994.

These changes will not be the last.

### Newspaper Strike

Local 921 Secretary-Treasurer Andy Cirkelis notified Teamsters Local 70 of his appreciation for the support our members provided in the recent Chronicle/Examiner strike. The unions sought protection against wholesale lay-offs should the newspapers be combined or one of the two papers closed.

The unions fought unjust job cuts. The owners did not negotiate in good faith and they immediately brought in scabs and over 400 security guards. Strikers were injured and one driver died.

With the help of San Francisco Mayor Frank Jordan, a settlement was reached. In the

end, the jobs of Teamster drivers were protected from the wholesale cuts which had fueled the strike in the first place. The strike produced an acceptable settlement. We have reason to be proud.

(Late-breaking developments as the newspaper went to press indicate that the San Francisco Newspaper Agency reneged on its agreement with the Teamsters and attempted to implement drastic job reductions. The Northern California Teamster will report the latest news on the dispute as soon as it becomes available.)

### Christmas/New Year's

On behalf of all the officers, officials and staff of Local 70, we wish you and your family a Merry Christmas and a Happy New Year! Next year will certainly bring its own problems. Hopefully, we will find new and more creative solutions.

Fraternally,  
Joseph L. Silva Jr.  
President

## In Memoriam



AKIMO, Neville "Kalon", Oct. 14

ALMEIDA, John, Sept. 9

BARRANCO, Vincent, July 25

BECERRA, Phillip, Nov. 7

BENEVEDES, Manuel, Aug. 21

BERMUDEZ, Roger, Oct. 25

BORREANI, Earl, Sept. 29

BREHMER, William, Oct. 6

CROWLEY, Albert, Sept. 28

DENTON, Thomas, Oct. 15

FAGLIANO, Raymond, Oct. 3

GOMEZ, William, Sept. 3

KNUDSON, Larry, Sept. 22

KRAUS, Floyd, Nov. 3

LAMB, Sammie, Oct. 26

MARIGNEY, Sylvester, Oct. 13

MARTIN, Sam, Sept. 5

MCCOY, Harvey, July 10

MCDONALD, Charles, Oct. 15

MORGAN, James, June 23

PALADINO, Nick, Oct. 9

PERTINO, Santino, Oct. 19

PHELPS, Don, Aug. 24

PRINGLE, Walter, Nov. 10

QUIMBY, Forrest, Sept. 19

ROSS, Anthony, Aug. 5

SHRIVER, Allen, Aug. 13

THOMAS, James, Oct. 29

THORNTON, James, Nov. 3

WHEELER, James, Oct. 6

WINDELL, Lawrence, Oct. 5

ZIERAU, Earl, Nov. 16

of inflation but more needs to be done. The Western Conference Trust must recognize the contribution our retirees have made to build the Teamsters organization and improve benefits if financially possible ... The Western Conference of Teamsters Supplemental Pension met in October. A Plan Amendment that I offered will extend the amount of time for new retirees to file for benefits. The change is retroactive and will enable more than 300 retired members to qualify. It means \$350,000 in additional benefits for these members ... Hiring Hall work has been plentiful this year. There's been more work than members — a nice change. If the trend continues, we'll look at the possibility of training programs to upgrade skills of members and new applicants.

Best wishes to you and your families for a most joyous Holiday Season.

Fraternally,

Chuck Mack

Secretary-Treasurer

## Mack, (from Page C)

They have protested the election results to the NLRB. When they lost, they went to court.

It appears they're going to do everything possible to prevent our getting to the bargaining table. If necessary, we'll go to the Supreme Court!

Motor Cargo negotiations are ongoing. The workers are strong and if a decent contract is not reached, there will probably be a strike.

Bob Bell, Gabe Ybarrolaza and Dominic Chiovare are handling Motor Cargo while Jim Brown and Chiovare are negotiating United Courier.

### Short Notes

The Western Conference of Teamsters Pension will distribute a 13th check in mid-December to members who retired prior to 1985. This is the 10th straight year that retirees have received this extra money.

It helps to soften the impact

# SEASONS GREETINGS



## LOCAL UNION 70, CITY OF OAKLAND, CA

### Affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and helpers of America TRUSTEES REPORT

Period covered: From October 1, 1994 to October 31, 1994

#### Cash Received

Dues incl. Hiring Hall, fees and difference in dues	\$166,687.20
Initiation and reinitiation fees	11,768.00
Withdrawal and transfer cards	15.50
Assessments and fines	(107.25)
Non-member fees	125.25
Funds for transmittal for members	902.00
Other receipts (Schedule B)	6,183.40
Benevolent insurance	1,141.75

Total cash received ..... \$186,715.85

#### Cash Paid Out

Salaries	65,703.45
Payroll adjustments	(235.82)
Per Diem	1,875.00
Per capita taxes	29,414.97
Contributions	1,240.00
Benefits paid (Schedule D)	34,789.03
Funds for transmittal for members	925.00
Refunds-dues	599.25
Refunds-other	38.00
Office and administrative	19,753.95
Legal fees	2,114.49
Arbitrator fees	2,076.14
Taxes	5,312.56
Sick Benefit Committee expenses	4,354.26
Organizing expenses	168.35
Meeting and committee expenses	902.17
Strike expenses	295.63
Auto expenses	2,216.38
Out-of-town travel expenses	5,221.62
Other activities (Schedule F)	21,463.48

Total Paid Out ..... 198,227.91

Net Increase (Or Decrease) In Cash ..... (11,512.06)

Cash balance beginning of period ..... 150,588.74

Cash balance end of period-general fund-checking acct .. \$139,076.68

#### Statement of Assets-Period Ending October 31, 1994

	Beginning of Period	Change	End of Period
Gen.fund/chkng acct	\$150,588.74	(\$11,512.06)	\$139,076.68
Petty cash	850.00		850.00
Gen.fund-svngs accts	9,343.20		9,343.20
Gen.fund/certs of deposit	300,000.00		300,000.00
Cash/spec. funds	60,066.86	109.79	60,176.65
Land	173,643.00		173,643.00
Buildings	334,700.00		334,700.00
Furniture/equip	12,626.84		12,626.84
Total Assets	1,041,818.64	(11,402.27)	1,030,416.37
Deduct: Obligations	(1,910,540.63)	4,587.34	(1,905,953.29)
Net Assets	(868,721.99)	(6,814.93)	(875,536.92)

#### List Of Obligations

Date	Description	Date Due	Amount
3/93	Loan, International	12/01/2014	1,905,953.29

#### Schedule B-Other Receipts

	Amount
Sales of supplies	165.50
Rent	650.00
Interest and dividends	117.54
Checkoff posting UPS	(4,864.11)
JC7, Payroll	320.00
Reimb Bldg, Equip & Supplies	4,021.12
Membership Fees incl. Pkt	4,825.25
Receipts of earmarked funds	948.10

Total ..... 6,183.40

#### Schedule D-Benefits Paid

	Amount
Pension	11,291.07
Insurance-Group Life	5,513.26
Insurance-Health & Welfare	10,620.00
Insurance-other	1,000.30
Workers Comp	6,364.40

Total ..... 34,789.03

#### Schedule F-Other Activities

	Amount
Education and Publicity	4,349.59
Building maintenance	3,817.36
Mortgage and loan payments (principal only)	4,587.34
Interest	7,960.59
Rental deposit refunds	500.00
Disb. of earmarked funds	248.60

Total ..... \$21,463.48



## TEAMSTER ASSISTANCE PROGRAM

# TAP

## TAP Line-up

The Teamsters Assistance Program continues to provide timely assessment and referral services to its members and their dependents.

The TAP office staff is comprised of Lloyd Ramos, clinical director/acting director; Bill Gaito, EAP counselor/extended services coordinator; Janet Dominguez, corporate secretary/office manager; and Diedra Bassel, clinical assistant.

As the clinical director/acting director, Ramos is responsible for supervising the overall clinical services provided by TAP and providing administrative development and management of the TAP program. In addition, Ramos acts as the liaison between TAP and the Trust Fund consortium.

Bill Gaito, EAP counselor, conducts client assessments, referral and follow-up treatment for Teamsters and their families. Bill serves as training coordinator to Teamster representatives, members and employers. He also coordinates the peer counselor training program, the alumni association and continuing care activities.

Janet Dominguez, corporate secretary and office manager, is responsible for the management of Trust records and contributions made to TAP from the Trust Funds participating in the TAP program. She develops the profit and loss projections, prepares monthly financial reports for the TAP Board of Directors and supervises the preparing of individual Trust Fund reports. She is responsible for the daily managing of the office and is an active coordinator for the TAP Golf Tournament and special events.

Diedra Bassel serves as clinical assistant and is responsible for recording the initial information provided by the member and scheduling the member's appointment with the counselor. Diedra answers questions regarding general TAP procedures and verifies the members eligibility.

John Estes, Local 85 retiree, serves as a part-time consultant to develop and coordinate TAP's training services relative to the new D.O.T. drug and alcohol regulations. John participates in TAP's DOT training seminars and serves as a resource regarding federally approved drug testing facilities.

John Sweeney, a counselor with TAP since 1986, has demonstrated a commitment and dedication to helping Teamsters, especially in the area of chemical dependency. John is highly respected in the Teamster and recovery community for his personal commitment to seeing members receive the appropriate and best care. John is currently on a medical leave of absence and wants his friends to know he is doing well and appreciates everyone's support.

A central part of the Teamsters Assistance Program is our Alumni Association; men and women who have come to TAP for help, entered a treatment program and are now working in an active recovery program. An important step in the philosophy of recovery is "giving back to the community" and the Alumni Association does this in many ways.

One significant resource is through TAP's Saturday birthday parties. On the third Saturday of every month from noon until 3:30 p.m., recovering Teamsters, their families and significant others are invited to come and listen to a speaker "share his/her story" of recovery, have dinner and participate in the celebration of sobriety.

The Saturday function is called a "birthday" in celebration of the individual's days, months or years of recovery. Receiving a medalion commonly called a "chip" in front of your fellow recovering Teamsters is a very powerful step in acknowledging one's recovery.

Should you or anyone you care about have alcohol or drug problems and want help, please call the TAP office at 1-800 253-8326.

## Mack, (from Page 4)

a certain version of events that have not be substantiated by fact doesn't present a positive image in an industry where truth and accuracy are the highest ideals.

If the agency can't get its facts straight about events that it has been directly involved in, how

can we trust it to report on other events accurately in its newspapers. This should also be remembered by everyone who reads the *Chronicle* and *Examiner*.

.....

I would like to take this opportunity to wish all Joint Council 7 Teamsters and their families a most joyous 1994 Holiday Season and a Happy New Year.

## Newspapers, (from Page 1)

The agency's actions depict a desperate corporate giant unable to deal with the fact that it was bested by employees during the strike. "Management is behaving like a wounded wildebeest flailing around in desperation seeking any and all targets to hit," said Carl Hall, *Chronicle* reporter and Newspaper Guild official, in a *SF Weekly* article.

As the Northern California Teamster was going to press, the possibility of a second newspaper strike was highly possible.

Meetings were scheduled in the office of San Francisco Mayor Frank Jordan to resolve points of contention, but observers were not optimistic.

The latest series of events seemed inconceivable in mid-November when 2,600 jubilant union newspaper workers ended their strike, seemingly with an astounding victory.

Two Teamster local unions were involved in the strike — Local 15, which represents 300 mailers at the newspaper agency, and Local 921, which represents about 620 newspaper drivers.

"This was nothing more than a power move to destroy the unions, and it was a terrible miscalculation on management's part," said Local 15 Secretary-

## Commentary (from Page 4)

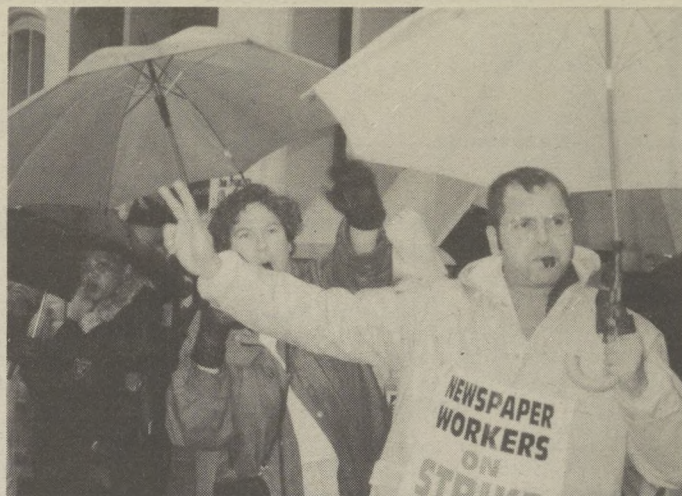
along with any other tax that our wealth citizens and corporations find burdensome (in other words, any tax). Who's going to pay taxes if they don't? Go look in the mirror.

• Even long-recognized standards like the eight-hour work day are under attack. The state Department of Industrial Relations DIR Bulletin reported recently that Gov. Wilson was dead serious when he said, "It has become clear ... that the suspension of daily overtime requirements for work over eight hours in one day is, in fact, of great advantage to California businesses." He didn't mention how workers felt about the end of the eight-hour work day, a California institution for three generations. What's next to go? Lunch breaks?

Now that would be an appropriate loss because, now matter what the Republicans say, there's no such thing as a free lunch. The Republican contract promises a lot but offers no way to deliver.

Sooner or later we're going to have to pay, and it's workers who are going to do the paying.

Remember that next time you go to the polls.



Even heavy rain couldn't dampen the enthusiasm on the picket line.

Treasurer Donald Gergen when the strike ended.

The bitterness of the dispute was illustrated by the tragic death of 45-year-old Kent Wilson, a 25-year member of Local 921 who was killed while picketing in front of a Mountain View distribution plant early in the morning on Nov. 6 (see related story on the front page).

### Seeds sown

The seeds of the dispute were sown on Nov. 1, 1993, when the newspaper workers' last contract expired. The agency brought in the notorious union-busting law firm of King and Ballou from Tennessee to handle talks.

The agency proceeded to violate the existing contract (which had been extended) on a regular basis, a traditional tactic to demoralize workers and soften them up prior to bargaining.

The agency also decided it wanted to negotiate separately with each of the eight unions that make up the newspaper conference, which includes the two Teamster locals plus the Bay Area Typographical Union Local 21, Newspaper Guild Local 52, Web Pressmen and Platemakers Local 4, Service Employees Local 87, Paper Handlers Local 24-H and Vendors Local 468.

The newspaper agency and the conference had handled newspaper negotiations since 1968, and the agency had agreed to continue the practice this year.

The agency next presented a substandard proposal that called for one-year contracts, removal of seniority and union security language, wage freezes, take-aways in benefits and unlimited use of part-timers.

The newspaper agency also wanted to eliminate a substantial number of Teamster delivery jobs although it wouldn't say how many or how the jobs would be eliminated. This became the prime point of contention during the dispute.

The agency finally administered its coup de grace. It reached a tentative agreement on non-economic issues with all

unions except the Teamster newspaper drivers, believing the move would divide the workers and force the Teamsters into considerable concessions.

The union workers walked off the job instead.

For 11 days, they picketed in front of the *Chronicle* and *Examiner* building at Fifth and Mission streets and at other printing and distribution sites. Morale remained high even during periods of heavy rain.

Prominent among the picketers was venerable *Chronicle* columnist Herb Caen, who vowed along with Rob Morse and other popular figures not to return to work until all those on strike returned.

### Under siege

The newspaper offices came to resemble a building under siege. Windows were covered. Security guards, 400 of whom were imported from the Huffmaster company in Dearborn, Mich., patrolled inside fenced areas under a constant barrage of verbal abuse from the picket line.

Controversy arose after it was determined that the city was paying hundreds of thousands of dollars in overtime for police to protect newspaper facilities.

Violence flared. There were 32 arrests in San Francisco and a handful elsewhere. San Francisco Mayor Frank Jordan called the parties into his office and facilitated negotiations.

As the week of Nov. 11 came to a close, the newspaper agency had had enough. Advertisers were bailing out by the hundreds and subscription cancellations were soaring.

With losses totalling in the millions of dollars and the prospect of losing the lucrative advertising of the coming holiday season, the newspaper agency decided to fold.

It agreed to a contract settlement that included raises and other gains for union workers. Little did the strikers know when they returned to work that the agency had no intention of honoring the agreement.



# BULLETIN BOARD



## Meetings and Notices

### JOINT COUNCIL 7

#### Executive Board

Chuck Mack	President
Robert Morales	Vice President
Ralph Torrisi	Secretary-Treasurer
Steve Mack	Trustee
Rome Aloise	Trustee
Casey Sawyer	Trustee
Ernest Yates	Trustee

The January, 1995 Delegates' meeting will be held January 3, 1995, at 399 Fremont Street, San Francisco.  
The February, 1995 Delegates' meeting will be held February 7, 1995, at 399 Fremont Street, San Francisco.  
Chuck Mack, President

#### NOMINATIONS, ELECTIONS INTERNATIONAL CONSTITUTION December, 1994

The following excerpts from the International Constitution apply to all nominations and elections in Teamsters Locals:

##### ARTICLE XXII, Section 4(a):

To be eligible to nominate and otherwise participate in the nominations meeting, a member must have his dues paid through the month prior to the month in which the nominations meeting is held. Nominations shall be made at the meeting by a member in good standing other than the nominee by motion seconded by a member in good standing other than the nominee. Candidates must accept nominations at the time made either in person, or, if absent, in writing and may accept nomination for only one office. A member may also run for and be elected as a Business Agent or Assistant Business Agent as provided in Article XXII, Section 8, and may hold both the office and the position if elected to both. Section 4(b). The Local Union Executive Board shall have the authority to establish all rules and regulations for the conduct of the election to supplement the provisions of the International Constitution and the Local Union Bylaws, including the authority to use mail referendum balloting or absentee balloting without membership approval. Absentee voting by mail shall be permitted only upon application of members who are ill or absent from the city or town where they are normally employed at the time of voting because on vacation or on employment tour of duty. The Local Union Executive Board may permit additional reasons for absentee balloting if they so desire. Application for absentee ballots shall be made to the Secretary-Treasurer of the Local Union not less than five (5) days prior to the date set for election and shall contain the grounds therefor. Absentee ballots shall be valid only if they are received by noon of the day on which the polls close.

(NOTE: The International Union recommends that prospective nominees be advised to verify, in advance of the nominations meeting, the eligibility of the nominators and seconders.)

##### ARTICLE XXII, Section 4(c):

To be eligible to vote in the election, a member must have his dues paid up through the month prior to the month in which the election is held.

##### ARTICLE II, Section 4(a)(1):

To be eligible for election to any office in a Local Union, a member must be in continuous good standing in the Local Union in which he is a member and in which he is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold the office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, concerning the payment of dues for a period of twenty-four consecutive months, together with no interruptions in active membership in the Local Union for which office is sought because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Provided, however, that if a member on withdrawal deposits his card in the month immediately following the month for which it was effective and pays his dues for both months in a timely manner as provided in Article X, Section 5(c), such period of withdrawal shall not be considered a break in continuous good standing in the Local Union.

(NOTE: In addition to the foregoing Constitutional provisions, the International advises that elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated as well as to any convention of any subordinate body which may take place during their term of office. Elected local union officers shall be delegates to such conventions in the order of priority set forth in Article III, Section 5(a)(1) of the International Constitution or as set forth in the Local Union Bylaws.

(Members are advised to consult the Bylaws of their Locals for additional rules concerning nominations and election procedures.)

##### Local 15, San Francisco

Membership meetings are held the fourth Monday of the month, 4 p.m. at 8055 Collins Drive, Oakland.

Donald Gergen, President

##### Local 70, Oakland

Membership meetings are held the fourth Thursday, at 8 p.m., at 70 Hegenberger Road in Oakland.

Chuck Mack, Secretary Treasurer

##### Local 78, Hayward

NOTE: The December membership meeting will be held Monday, December 19, 1994.

The January membership meeting will be held on the fourth Monday of the month, 7:30 p.m. at 492 "C" Street in Hayward.

Steve Mack, Secretary Treasurer

##### Local 85, San Francisco

The membership meeting will be held on the second Thursday of the month at 8 p.m., 2660 Newhall Street in San Francisco. Steward's meeting is an hour prior.

##### NOTICE OF ELECTION OF OFFICERS

The offices and positions to be elected to a three-year term (January, 1995 through December, 1997) and the number of each is as follows: President (1); Vice President (1); Secretary-Treasurer/Principal Officer (1); Recording Secretary (1); Trustees (3); Business Agents (4); Dispatcher No. 1 (1); Dispatcher No. 2 (1).

All positions are subject to lay-off depending on the financial condition of the Local Union.

All determinations concerning eligibility to office are according to the International Constitution and the Bylaws of Local 85.

For this election, all members will be mailed a ballot in December, 1994, to his or her last known address: **In December, 1994, IF YOU ARE IN GOOD STANDING (PAID NOVEMBER, 1994 DUES) YOUR BALLOT WILL BE COUNTED. IF YOU ARE NOT PAID THROUGH NOVEMBER, 1994, YOU SHALL BE DECLARED INELIGIBLE AND YOUR BALLOT WILL NOT BE COUNTED.**

The ballots will be mailed and counted in December, 1994. If you have not received your ballot by **December 6, 1994**, please call Patti at (415)330-8500.

The address indicated on your dues receipts will be the address your ballot will be mailed to. Therefore, if the address is incorrect, kindly call the dues department immediately.

"Write-in" voting is prohibited as per the International Constitution, Article XXII.

"Walk-in voting" or "dropping off ballot" will not be permitted. The ballots should be returned by mail to the U.S. Post Office.

Please be advised that all of the positions are subject to lay-off, full-time, part-time, etc., to be decided by the Local Union Executive Board from time to time, depending on the financial condition of the Local Union. Copies of the International Constitution and the Local 85 Bylaws are available in the dues office during normal business hours.

Terry Hart, Secretary Treasurer

##### Local 216, South San Francisco

Membership meetings shall be every second Wednesday, 7 p.m., at 1103 Airport Blvd. in South San Francisco.

David Daneluz, Secretary Treasurer

##### Local 278, San Francisco

The General membership meetings are held every third Tuesday of the month at 7 p.m. at the Apostleship of the Sea, 399 Fremont Street in San Francisco.

Jack Bookter, Secretary Treasurer

##### Local 287, San Jose

The membership meetings will be held the second Tuesday of every month at 8 p.m. at Teamsters Local 287, 1452 North 4th Street in San Jose.

NOTE: Effective June 7, 1994, the office will be open from 8:00 a.m. to 4:00 p.m. Dispatch hours will remain the same, 6:00 a.m. to 5:00 p.m. but dispatch will be closed during lunch from 12:00 to 1:00 p.m. The offices will be closed from 12:00 to 1:00 p.m. for lunch for all 287 employees.

Jerry Durham, Secretary Treasurer

##### Local 296, San Jose

Membership meetings will be held on December 8, 1994 and January 26, 1994 at 7 p.m., 3275 Stevens Creek Blvd., Suite 322 in San Jose.

Ralph Torrisi, Secretary Treasurer

##### Local 315, Martinez

Second Wednesday at 8 p.m. at 2727 Alhambra Avenue in Martinez.

Carolyn Robinson, Secretary Treasurer

##### Local 350, San Francisco

General membership meetings: December 8, 1994 7 p.m., in San Francisco  
December 20, 1994, 7 p.m., in San Jose

San Jose-Santa Clara District - **NOTE CHANGE:**  
Santa Clara Labor Temple

##### 2102 Almaden Road, Room B

San Jose, CA

##### San Francisco District:

San Francisco Electricians' Hall  
55 Fillmore Street  
San Francisco, CA

Robert Morales, Secretary Treasurer

##### Local 432, Oakland

The next quarterly general membership meeting will be held on December 13, 1994 at 7 p.m. at 8055 Collins Drive, Oakland.

Gilbert Olivera, Secretary Treasurer

##### Local 484, San Francisco

The next general membership meeting will be held on Tuesday, December 13, 1994, 7 p.m. at the Apostleship of the Sea, 399 Fremont Street, San Francisco.

NOTE: For members North of the Golden Gate Bridge, the meeting will be held on Tuesday, December 20, 1994, at 7 p.m. at the Red Lion Inn, North U.S. Hiway 101 at Golf Course Drive, Rohnert Park.

##### NOTICE OF ELECTION OF OFFICERS

ELECTIONS: Tuesday, December 13, 1994. Elections will be held at two (2) locations: Apostleship of the Sea, 399 Fremont Street, San Francisco, California, polls open from Noon to 7 p.m. and also at Los Robles Lodge, North Highway 101 at Steele Lane, Santa Rosa, Room 152, polls open from 11:30 a.m. to 5:30 p.m.. Election will be conducted under the supervision of the election committee. To be eligible to vote, a member must have his/her dues paid through the month of November, 1994.

Election of Officers will be governed by the provisions of the I.B.T. Constitution, portions of which are printed on Page 6 of this newspaper.

Jack Hyland, Recording Secretary

##### Local 490, Vallejo

Second Tuesday at 7 p.m. at 445 Nebraska Street in Vallejo.

##### NOTICE OF ELECTION OF OFFICERS

Officers to be elected for three-year terms are: President, Vice President, Secretary-Treasurer, Recording Secretary, and three (3) Trustees.

To be eligible for election to any office in the Local Union, a member must be in continuous good standing in the Local Union in which he/she is a member and in which he/she is seeking office, and actively employed at the craft within the jurisdiction of such Local Union, for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and must be eligible to hold office if elected. "Continuous good standing" means compliance with the provisions of Article X, Section 5, of the I.B.T. Constitution concerning payment of dues for a period of twenty-four (24) consecutive months, together with no interruptions in active membership in the Local Union because of suspensions, expulsions, withdrawals, transfers or failure to pay fines or assessments. Meeting attendance requirements contained in Section 16-C-2 of the Local Union By-Laws are waived for this election.

Election: The election shall be by mail referendum ballot. The ballots will be counted on **Saturday, December 17, 1994**. To be eligible to cast a valid ballot, a member must have his/her dues paid through the month of November, 1994. Request for duplicate ballots because of spoiled or mismarked ballots or requests for ballots because of allegations the ballot was never received shall be made to Local 490's office by the member requesting such duplicate ballot. Such request must be made no later than the close of business (5:00 p.m.) on Wednesday, December 7, 1994. Copies of the International Constitution, Local 490 By-Laws, which contain rules governing elections, and the Rules and Procedures applicable to the nomination and election of officers are available at Local 490's office.

Casey Sawyer, Secretary Treasurer

##### Local 576, San Jose

Membership meeting time and place to be announced.

Stefan Ostrach, Trustee

##### Local 624, Santa Rosa

Office hours: Monday through Thursday-7 a.m. to 4 p.m.; closed for lunch-12 to 1 p.m.; Friday-7 to 12 Noon.

Membership meetings are held fourth Thursday at 8 p.m. at Santa Rosa Veterans Bldg., 1351 Maple Street in Santa Rosa.

NOTE: Per the Local 624 Executive Board, anyone wanting to have their reinitiation waived must appear before the Executive Board.

Bob Carr, Secretary Treasurer

##### Local 665, Daly City

NOTE: The membership meeting will be on the fourth Tuesday of the month at 7 p.m., at 6540 Mission Street in Daly City.

Ernie Yates, Secretary Treasurer

## Bulletin Board, (from Page 6)

### Local 853, Oakland

Membership meetings are held the second Thursday of the month at 8 p.m., at 8055 Collins Drive, Oakland.

Rome Aloise, Secretary Treasurer

### Local 856, San Francisco

Tuesday, December 27, 1994, Teamsters Local 78 Hall, 492 C Street, Hayward

#### 1995 General Membership meetings:

Tuesday, January 31, Air Transport Machinist Lodge, 1511 Rollins Road, Burlingame

Tuesday, February 28, Teamsters Local 78 Hall, 492 C St., Hayward

Tuesday, March 28, Air Transport Machinist Lodge

Tuesday, April 25, Teamsters Local 78 Hall

Wednesday, May 31, Air Transport Machinist Lodge

June, July & August - meetings cancelled

Tuesday, September 26, Teamsters Local 78 Hall

Monday, October 30, Air Transport Machinist Lodge

November, 1995 - Annual Thanksgiving meeting - to be announced

Tuesday, December 26, meeting cancelled

All meetings begin at 7:30 p.m.

Michael McLaughlin, Secretary Treasurer

### Local 890, Salinas

Second Thursday of each month at 8 p.m. at 207 North Sanborn Road, Salinas.

Fraternaly,

Franklin L. Gallegos, President

### Local 896, Oakland

#### Northern California Soft Drink

All meetings will be held on Saturdays at 10 a.m. at the offices of Local 896, 8400 Enterprise Way in Oakland.

December 17

January 28

Northern California Anheuser-Busch, Inc., Fairfield

All meetings will be held at the Senior Center, 318 Merganser Drive, Suisun. (Tuesday meetings will begin at 5 p.m. and Sunday meetings will begin at 9:30 a.m.)

December 18

January 31

Ballots for the Local 896 ELECTION must be received no later than December 10, 1994.

Christine Schweitzer, Secretary Treasurer

### Local 912, Watsonville

General membership meetings are held as follows at 163 West Lake Avenue, Watsonville.

Heavy Duty Sales: Third Wednesday at 8 p.m.

Frozen Food & Cannery Apples: Fourth Tuesday at 8 p.m.  
Sergio Lopez, Secretary Treasurer

### Local 921, San Francisco

General membership meetings:

Meetings are at 1 p.m. and 8:30 p.m. in the Auditorium or Library at 450 Harrison Street in San Francisco.

All meetings will be held on the fourth Wednesday of each month, except for November and December, or whenever a special meeting is needed. December meeting is Dec. 28.

January meeting is Jan. 25

Andris Cirkelis, Secretary Treasurer

## Retirees Club

### Local 85 Retiree Club "Hitchin' Post"

Weekly meeting and luncheon. Thursday - Noon-1:30 p.m. at the Pacific Rod and Gun Club, 520 John Muir Drive in San Francisco.

Elmer Lucy, President

### Local 278 Retiree Club

Second Wed., every 3 months at 12:30 p.m. at the Granada Cafe, 4753 Mission St., San Francisco. The next meeting will be held Dec. 14, 1994.

Omer Hill, Vice President

### Local 315 Retirees Club

Local 315's Retiree Club meets the third Tuesday of every month at 10 a.m. at Local 315's Hall, 2727 Alhambra Avenue in Martinez.

Dick Fleming, President

### Local 490 Retiree Club

Local 490 Retiree's Club meets the second Thursday of every month at 10 a.m. at Local 490's Hall, 445 Nebraska Street, Vallejo.

John Donahue, President

### Local 856/78 Retiree Club

January 3, 1995, San Mateo Electrician's Hall

February 7, Local 78's Hall in Hayward

All meetings start at 11 a.m. Teamsters' Local 78's Hall is located at 492 "C" Street in Hayward. The San Mateo Electricians' Hall is located at 302-8th Street, San Mateo.

Madge Basuino, President

### Local 921 Retiree Club

Monthly luncheon; second Tuesday of every month, 12 Noon, Pinch Hit, 6251 Third Street (at Hollister), San Francisco.

Vic Sangervasi, Chairman

### Central Coast Retiree Club

Last Thursday of each month at Local 890's office, 207 No. Sanborn Rd, Salinas.

Don Smith, President

### East Bay Teamster Retirees

Monthly membership meetings are held on the third Wednesday at 11 a.m. at Local 70's Auditorium, 70 Hegenberger Road, Oakland.

Ernie Freitas, President

### North Coast Teamsters Retiree Club

Thursday, December 15th, Pot Luck lunch, 12 Noon.

Thursday, January 19, Pot Luck Lunch, 12 Noon.

All meetings and Pot Luck lunches held at Labor Center, 1710 Corby Ave., Santa Rosa.

Don Blair, President

### Sacramento Teamsters Retiree Association

Meets the last Wednesday of each month at 1 p.m. in the Labor Center, 2840 El Centro Road in Sacramento. Retirees of Joint Council 7 locals who are living in the Sacramento area are cordially invited to join and attend the meetings.

Bob Crandall, President

### Teamsters Retiree Club of Santa Clara County

Monthly meetings are held the third Thursday, 10:30 a.m. at the Local 287 Meeting Hall, 1452 North 4th St., San Jose.

Gilbert Garcia, President

### Wine and Spirits Retiree Club

December 14, 1994, Holiday Party Luncheon - members and wives/ladyfriends at the Ramada Inn, 245 So. Airport Blvd., South San Francisco. Please contact Ed Harvey.

A letter will be sent out to the members with meeting information.

Art Royce, President

### Teamsters Retiree Association of Local 137, Eureka, California

Meeting every second Monday at 2 p.m., Laborer's Hall, 840 "E" Street, Eureka.

John Stewart President



*Joy  
To All*

## IN MEMORIAM

Joint Council 7 officers extend condolences to the families and friends of the following Teamster members who died recently:

DEDMAN, Linda, Local 15  
DUBE, Richard L., Local 15  
NORTON, Robert, Local 15  
AKIMO, Neville "Kalon", Local 70  
ALMEIDA, John D., Local 70  
BARRANCO, Vincent, Local 70  
BENEVEDES, Manuel, Local 70  
BERMUDEZ, Roger, Local 70  
BORREANI, Earl, Local 70  
BREHMER, William, Local 70  
CROWLEY, Albert, Local 70  
DENTON, Thomas, Local 70  
FAGLIANO, Raymond, Local 70  
GOMEZ, William, Local 70  
KNUDSON, Larry, Local 70  
LAMB, Sammie B., Local 70  
MARIGNEY, Sylvester, Local 70  
MARTIN, Sam, Local 70  
MCCOY, Harvey, Local 70  
MCDONALD, Charles, Local 70  
MORGAN, James, Local 70  
QUIMBY, Forrest, Local 70  
PALADINO, Nick, Local 70  
PHELPS, Don, Local 70  
ROSS, Anthony, Local 70  
SHRIVER, Allen, Local 70  
WHEELER, James, Local 70

WINDELL, Lawrence, Jr., Local 70  
BATES, Bernard, Local 85  
BERMUDEZ, Roger, Local 85  
BONINI, Angelo, Local 85  
BROOME, Jessie, Local 85  
ESTRADA, Frank, Local 85  
KOMER, Steve, Local 85  
SMITH, Lawrence, Local 85  
STRAZZULLA, Domenic, Local 85  
SULZBACHER, Arnold, Local 85  
TALAVERA, Frank, Local 85  
CEREGHINO, Leo, Local 216  
COOK, Harry, Local 216  
DENINCHENZI, Angelo, Local 216  
MURDOCK, James, Local 216  
O'MELIA, Emerson, Local 216  
CARR, Victor, Local 226  
DEL VECCHIO, Perry, Local 226  
HAYES, George, Local 226  
MALFATTI, Mike, Local 226  
GIL, Robert, Local 287  
KOMER, Steve, Local 287  
LA TORRE, Jim, Local 287  
TACHOVSKY, Dewey, Local

287

RIHA, Frank, Local 296  
BARRETT, James, Local 315  
CERRUTTI, Pete, Local 315  
EGGER, Melvin, Local 315  
ELSTON, Russell, Local 315  
HARAMAKI, Shozo, Local 315  
LAWLEY, Carl, Local 315  
RUSSELL, Kenneth, Local 315  
SHARER, Alan, Local 315  
ANACLEIRO, Frank, Local 350  
GARBARINO, Frank, Local 432  
MARTINO, Thomas J., Local 432  
BETZLER, James, Local 490  
ANDERSON, Wesley, Local 624  
KNIGHT, Donald, Local 624  
VARNADORE, Horace, Local 624  
WATCHORN, Henry, Local 624  
MESA, Kenneth, Local 853  
MORLATT, Neal, Local 853  
ZUBIATE, Cecelia, Local 853  
CLEVELAND, Juanita, Local 856  
DAVIS, David, Local 856  
DONAHUE, Laura, Local 856  
FERNANDEZ, Rosendo, Local 856  
GILLIO, Louis, Local 856  
JOHNSTON, Wallace, Local 856  
MILLS, Alexander, Local 856  
PALADINO, Mary, Local 856  
PRATT, Iline, Local 856  
PROSSER, Richard, Local 856  
SIMON, Marie, Local 856  
WILSON, Kent, Local 921



Kent Wilson photographed in front of his S.F. Chronicle delivery truck.

## Wilson, (from Page 1)

Press, a newspaper produced by the striking unions, summed up Wilson's tragic death this way:

"Wilson's friends and co-workers were unanimous in their conclusion that his fun-loving, risk-taking nature, combined with a night of frustration and fatigue, led him to tamper with the 12,000-volt transformer box in an effort to cut the lights at the newspaper agency building."

Wilson was remembered as a devoted union member who spent considerable time involved with strike activities in an effort

to save the jobs of fellow members. His father, Bill, who died six months ago worked as a union truck driver for 40 years.

Wilson loved to fly his airplane to a cabin in the Gold Country for weekend get-aways and to pull practical jokes on unsuspecting victims.

Wilson is survived by Carole, his wife of 25 years; and his dog Chip.

A trust fund for Carole Wilson has been established in the name of her late husband at the S.F. Newspaper Federal Credit Union. Donations should be sent to the credit union at 426 Jessie St., San Francisco, CA 94103.

## Educational opportunities, guests speakers highlight 3-day JC7 seminar

More than 100 officers with Joint Council 7-affiliated local unions honed their administrative skills during a JC7-sponsored seminar held in Monterey Sept. 29 through Oct. 1.

The agenda focused on a variety of issues encountered regularly by union officials. Topics included advice on running union elections, presented by attorney Duane Beeson of the law firm of Beeson, Tayer & Bodine, and proper handling of internal union politics, presented by attorney Kenneth Absalom from the same firm.

Lloyd Aubry, director of the California Department of Industrial Relations, discussed legal remedies available to employees covered by collective bargaining agreements.

Aubry said that, in the past, union workers had little success when bringing complaints about employers to state officials, who contended that the employers and the workers' unions were responsible for ironing out the problems.

Aubry said that he has expanded his office's enforcement of worker-protection regulations to better cover union members, providing them with additional remedies for their complaints.

Neil Bodine of Beeson, Tayer & Bodine explained a new approach to contract bargaining called Interest Based Negotiations.

The process sets aside traditional confrontational bargaining in favor of a more open procedure that defines each party's interests and seeks to incorporate as many of those interests as possible in the final agreement.

Interest Based Negotiations requires full disclosure of all pertinent information. Bodine said that in many instances, misinformation keeps employers and employees from reaching an agreement that would benefit both because one side was misreading the other's intentions.

Gerald O'Hara, director of the California Teamsters Public Affairs Council in Sacramento, delivered an informative report on legislative action in the state Legislature.

Other speakers at the seminar included state Sen. Bill Lockyer, D-Hayward, and state Assemblyman Tom Umberg, D-Garden Grove, who was running for state attorney general.



Joint Council 7 President Chuck Mack delivers the welcoming address to participants at the Joint Council's seminar held in Monterey Sept. 30-Oct. 1.



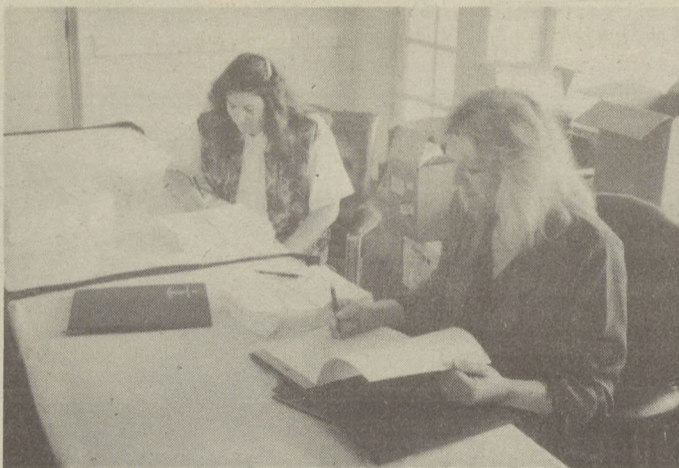
(L to R) Jerry Durham of Local 287, Steve Barber of Local 624, Dan Varela of Local 78 and attorney Ken Absalom of the Beeson, Tayer & Bodine law firm share a laugh.



Dale Robbins of Local 315 (Far Right) makes a point to attorney Duane Beeson (Far Left). Looking on are Pete Gemma (Second from Left) and Jim Angell (Second from Right) from Local 291.



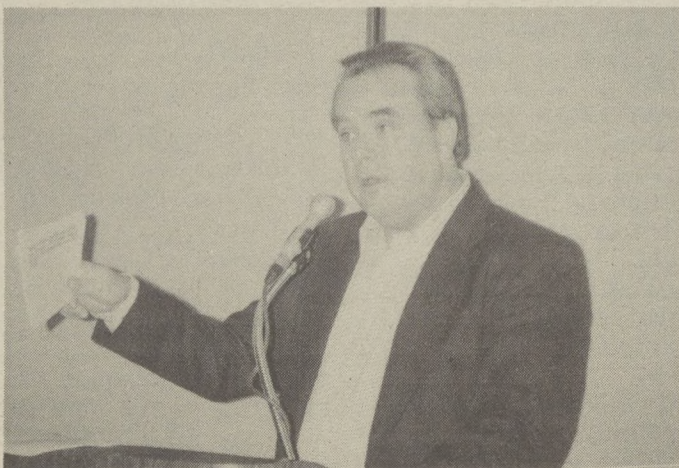
Retired Joint Council 7 Vice President Vince Aloise (Far Right) shares his expertise with (L to R) Local 853 Business Agent Dan Harrington and Local 853 Vice President Pat Sanchez.



(L to R) Joan Semeniuk and Jeanette O'Rourke, who hold down the fort at Joint Council 7, made sure everyone was properly registered and received their educational materials.



Representing Local 856 were (L to R) Business Agents Bob Spisak, Julie Wall and Mike Helms; staff attorney Don Lawson; and Secretary-Treasurer Mike McLaughlin.



State Sen. Bill Lockyer, D-Hayward, delivers a legislative update. Other guests speakers were Tom Umberg, attorney general candidate, and Lloyd Aubry, state Department of Industrial Relations director.



(L to R) Duane Beeson of the Beeson, Tayer & Bodine law firm and Joint Council 7 Secretary-Treasurer Ralph Torrisi took advantage of a break in proceedings to discuss points brought up during the seminar.

